



# NEWSLETTER

*University Faculty, Librarian and Professional Union  
AFT Local 1474, Berkeley & San Francisco Campuses*

*Issue #3 May 1993*

## SPRING REPORT OF UNION ACTIVITIES

As the Spring Semester is practically over, this is an opportune time to look over the Local's past activities and make plans for future work.

The Local Executive Committee is pleased with the work that has been accomplished to date. We could improve and increase our activities, but that requires more bodies and time. We need more members that can commit some time to identifying campus issues and organizing political events.

We're pleased that our concerns regarding the proposed UC Budget have been shared by other campus locals. The Coalition of Unions—AFSCME, UPTE and UC-AFT—has successfully shared union concerns and responded by scheduling open meetings and rallies, and producing counterbudgets and data to distribute on campus.

At the moment, the Coalition is responding to the current UC budget cuts in a variety of ways. Locally, we have distributed numerous flyers contesting the 5% salary cuts, the reduced benefits, and increased tuition fees. A second rally and press conference were held at the May 20th UC Regents meeting at UCSF. Local 1474 was represented at the rally and press conference.

Through our statewide political consultant, Karen Maxson, appointments are being made with Senator Petris and other members of the Senate Budget and Fiscal Review Committee. The California Labor Federation, AFL-CIO, 1993 Joint Legislative Conference is scheduled this year for May 24-26th in Sacramento. Again, Local 1474 will be represented by members at this conference. We are particularly interested in attending the Budget Committee meeting on May 25th which will hear the recommendations on the UC budget to date.

### OTHER ACTIVITIES:

•Bargaining sessions will have started in May for both the lecturers' and librarians' contracts. These bargaining sessions are extremely important. This newsletter includes more information on the sessions later on. **CONTACT YOUR REPRESENTATIVE** if you have

## BARGAINING BEGINS

Both the Lecturers (Unit 18) and Librarians (Unit 17) have begun bargaining over reopened contract articles—librarians on May 14 and lecturers on May 18. For lecturers, the University has asked to reopen the articles dealing with wages, benefits and layoffs. In the initial discussions, the University indicated it wished to impose the 5% salary reduction, eliminate the one-year notice for layoffs of lecturers with 3-year contracts, and set up a separate benefits package for lecturers if the union insists on continuing to have the option to bargain about benefits. The union is asking for some changes in non-economic provisions of the MOU.

The chief negotiator for the UC-AFT is Mike Rotkin, a lecturer at Santa Cruz. Berkeley's representative on the team this year is Brian Harvey, a lecturer in the Computer Science department. Chief Negotiator for the librarians' team is Miki Goral (UCLA). Bill Whitson is Berkeley's representative. In both cases, the bargaining teams are assisted by UC-AFT's professional labor consultant, Ed Purcell.

The University has already complicated matters and escalated the tensions in the Unit 17 negotiations by precipitously laying off all librarians in the bargaining unit by 5% for a six month period beginning July 1, in a blatant and heavy-handed attempt to undermine the bargaining process by putting librarians on notice that regardless of what we say in bargaining, they will impose a 5% salary reduction, and if we don't accept their proposal to cut us in the same way as everyone else, we will be punished by being given a less desirable alternative. The union considers this action a violation of good faith bargaining, and has filed a grievance.

At the first two librarians bargaining sessions, the University outlined its proposals in general terms. First, it is proposing the same 5% salary reduction it has imposed on other UC employees. Second, UC intends to group librarians with a number of other staff and academic groups who will be given merit increases only beginning January 1, 1994—in effect, funding such increases for only half the normal amount. Teaching staff—both Senate faculty and lecturers—would receive full year funding of merits.

The third proposal, which UC's bargaining team carefully planned as a complete surprise, was to demand

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questions about bargaining.

•Local 1474 participated in the AFT Full Membership Program during the month of March. With the target of reaching as many campus lecturers as possible, a phone bank was conducted at the Oakland CFT offices on March 17th and 18th. Many thanks to members who participated in the phone calling. We did sign up several members through the initial letter and phone call. We identified approximately 40 lecturers interested in joining. Calls and appointments with these people are now taking place.

•5% LAYOFF: the shock of the month had to be the notification that all UC librarians in the bargaining unit would receive by May 1st a letter from their University Librarians informing them of a 5% layoff to start August 1, 1993. This action by the Office of the President is indicative of the bad faith bargaining tactics used by the University. This action has caused a great deal of confusion and anger. Statewide action is now being planned and of course this is being discussed at reopeners which started May 14th.

•Lecturer reduced appointments: Last summer, Provost Carol Christ distributed a memo to all College of Letters & Science Depts., recommending that lecturer appointments be reduced due to future budget problems. UC-AFT filed an Unfair Labor Practice charge with the Public Employment Relations Board (PERB) at the end of June 1992. PERB has recently issued a COMPLAINT against the University in this case and hearings are now scheduled for Summer 1993. If you are a lecturer with a reduced appointment and are interested in testifying at these PERB hearings please contact your Local representatives as soon as possible.

•UC-AFT Annual Retreat is scheduled for the weekend of June 11-13th at the Clark Kerr Conference Center. This will be the most important Council meeting of the year involving current business, training and future planning. Strong attendance from our Local and interested members is a must. Let us know if you would like to any of the meetings. We're also hoping that Assemblyman Campbell will attend at least a portion of the retreat.

•The initial reports from the Library regarding the massive reorganization taking place within Main, Moffitt and the branch libraries prompted a lengthy letter from the Local requesting information. Specifically, we were concerned that no interview or screening procedure was in place to handle the positions listed for internal recruitment; and that the Teaching Library positions listed "MLS desirable." We have been successful in working with LAUC-B and Library administration to ensure a fair interviewing process. We have questioned the many review initiator positions listed (hardly a downsizing!), but have yet to received information on how the Teaching Library will cope with applicants that may or may not have an MLS and are applying for essentially the same positions.

•A request was forwarded to Labor Relations that Local 1474 be kept informed, as these are being discussed, of any plans by the Library and campus departments to downsize, merge, or consolidate campus libraries. At the moment, we are aware of such plans for the Education/Psychology Library in Tolman Hall

and the Library School Library in South hall. A response from University Librarian Dorothy Gregor indicated that the Library will very likely have to "effect consolidations of libraries and service points in order to meet our budgetary reduction targets," and that she intends to develop a plan, and consult with librarians, staff and faculty to make it workable.

Unfortunately, open discussion and information on what is to be achieved by any significant changes (budget savings? space needs?) has not occurred. We have been told of librarians' hearing of significant changes in reporting lines, possible mergers with Main Library, etc., as announcements at large public meetings!

Susana Hinojosa

## *BARGAINING BEGINS, Continued from page 1*

that we either give up the right to bargain collectively about changes in benefits programs, or agree to establish an entirely separate benefits package for librarians in the bargaining unit, with rates based on the very small pool represented (300 or so librarians) rather than the very large pool of all UC employees. They implied that such a benefit program would give us far less for our contributions than the present one.

In addition, at the second session, UC described the changes it intends to make in the health care benefit packages, to reduce the UC contribution to the level of the lowest HMO (either Kaiser or QualMed) and work out more consistent co-payment provisions among the various plans. Under the present contract, UC is obliged to negotiate with us about these changes, but this will be the first time we have asked them to do so.

The UC-AFT is quite willing to acknowledge the exceptionally difficult budget conditions, and agree to some sacrifices, but would like to discuss a number of improvements in the MOU which would not entail financial costs. One specific area is the definition of what might constitute the basis for a grievance (restoring to librarians in the bargaining unit the right to grieve an arbitrary or capricious action on the part of an administrator); another involves the large number of librarians designated as "supervisory or management" employees, and excluded from the bargaining unit.

It is the position of the UC-AFT that the Regents might have used other means to compensate for the reduced state support, instead of cutting all salaries. We also vigorously protested the grouping of librarians with staff and other academic classes which would receive only half-year funding of merit raises. We are willing to listen to what the University has to say regarding the establishment of a separate benefits program. A benefits representative from national AFT will join us at an upcoming bargaining session.

The University also informed us that librarians are not eligible for the new TRIP. They did not offer it or ask to bargain about it since there were only 11 librarians who took advantage of the first TRIP. UC-AFT will probably bring it up again, however, as we discuss the salary reduction.

Bargaining sessions for each unit are being held weekly in May and June, but may continue beyond that if it takes longer to reach agreement.



## SCHWARTZ PRESSES REGENTS ON UC BUDGET

In the January UC-AFT newsletter, *Perspective*, we reported on several studies and proposals on the UC budget and the selection of the Regents, developed by Professor Emeritus Charles Schwartz, recently retired from the Physics Dept. Since then, Professor Schwartz has continued to research the budget and formulate possible alternatives. He has become increasingly successful in gaining a hearing for his own proposals and for the voices of others who are interested in changing the governance of UC. Most recently, in March, he spoke at the UC Regent's Committee on Finance.

He tells us he was given just three minutes to present his Alternative Budget Plan, which we'll summarize below, while UC President Jack Peltason then handed out a three page White Paper in response to Charlie's budget analysis and recommendations. The second day, when the discussion continued before the main session on the budget, Charlie was refused permission to respond to the White Paper or to make any statement before the assembled Regents. The faculty's resolution that had been passed at Berkeley in opposition to immediate student fee hikes and faculty and staff cuts was not given voice, nor were other faculty objections to the President's Plan. Attempting to speak at the meeting, Professor Schwartz was forcibly escorted out by security officers.

A complete copy of his analysis and recommendations are available from Professor Schwartz at 642-4427. In brief, his recommendations for the budget include:

- cutting executive salaries by 25%
- cutting upper level administration on each campus
- using some of the surplus of the UC teaching hospitals' "excess revenue" (\$105 million) towards offsetting the budget deficit
- putting a 5% surcharge on "sales and services of educational activities"
- 10% surcharge on University extension and summer sessions

In other words, the emphasis is on making faculty and students, on-campus teaching and research the first priority with no immediate cuts or fee increases, and last priority those peripheral enterprises and activities that are furthest from the classroom and research activities, carrying the greatest burden of necessary cuts.

Charlie's ideas and his methods to have them heard are innovative and persistent. He is getting the message out increasingly in ways that hopefully will bring attention to alternative ways to understand the budget process, administrative machinations and the Regents. We encourage you to contact Charlie if you want copies of his budget analyses, and/or are willing to work with him in the ongoing struggle to have other voices heard before the Regents.

Maureen Katz

## Reviewing the Master Plan

On Friday, April 23, the Assembly Committee on Higher Education began a series of four hearings about the Master Plan for Higher Education. At the first hearing, held in San Francisco, Local 1474 member Betty Szudy spoke on behalf of University Council-AFT. The second hearing was held in Sacramento on May 4.

What is the Master Plan?

The Master Plan is a draft report issued by the California Assembly's Higher Education Committee that discusses the different functions of the public systems of higher education in California, including the University of California, California State Universities, and California Community Colleges. The master plan looks at ways to reduce unnecessary duplication, waste and competition among these systems. The plan focuses on which institution should be responsible for various postsecondary activities such as research, faculty instruction and community service along with policy issues such as admission, transfer, governance and administration in higher education.

How could the Master Plan affect AFT members?

The plan raises issues that could affect the UC, CSU and community college systems in a number of ways. Discussion papers on the plan:

- point out that "no primary mission has been articulated for UC in any previous versions of the plan." (Discussion paper # 1, Mission and Function)

- propose to possibly "reduce lower division education as a primary mission of UC and CSU, and provide funding for the Community colleges to absorb the shifted students." (Discussion paper #1, Mission and Function)

- consider if "faculty employment should be linked to continued productivity by either 1) replacing tenure with rolling contracts 2) limiting the number or proportion of faculty who may be tenured, or 3) requiring faculty to periodically demonstrate continued productivity every five years in order to maintain tenure." (Discussion paper #3, Faculty, Instruction and Research)

- propose that students and faculty at all public institutions of higher education have equal access to library collections at all such higher education institutions.

What positions has UC-AFT taken regarding the Master Plan?

While UC-AFT has not conducted a wide discussion yet among its members, Betty Szudy, in her remarks to the Committee, stated a UC-AFT position on a number of issues. First, we went on the record opposing imposition of tuition at all levels of education, and

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## REPORT FROM THE CFT CONVENTION

Four hundred delegates to the California Federation of Teachers convention gathered in Los Angeles the last weekend in March to elect officers, set policy for the upcoming year and expand their thinking on various education issues. While most members of the AFT are in K-12 or Community College systems, there was plenty to interest those representatives from higher education. Convention delegates chose to attend workshops on a variety of topics, from biligual education, state and federal legislation, the Americans with Disability Act and charter schools to negotiating contracts and bringing labor history to the schools.

UC-AFT presented several resolutions concerning higher education that were passed by the Convention. Resolution No. 1 addressed the suspension of admissions at the School of Library and Information Studies at Berkeley, calling for the University to reinstate the normal admission process for the SLIS and to recognize the importance of Library and Information Studies to the achievement of its public service mission.

Further resolutions opposed the replacement of bargaining unit positions with graduate or undergraduate students in some courses and Librarian positions with paraprofessionals and opposed cutbacks in public funding for higher education and increasing student fees at the University of California.

The Convention also approved resolutions calling for labor representation on the UC Board of Regents and supporting Assistant Professor Cheryl Metoyer-Duran, who has been denied reappointment in the Graduate School of Library and Information Science (GSLIS) at UCLA.

Our local union was represented at the the California Federation of Teachers Convention in Los Angeles, March 26-28, by Vice-President Mary Ruth Gross and Lecturer Brian Harvey.

Betty Szudy

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specifically oppose instituting tuition for students in graduate and professional programs. Second, in response to proposals for tightening and redirecting faculty hiring and tenure, we believe these matters are appropriately left to the Senate or, better yet, to collective bargaining. Third, while UC-AFT supports the concept of improving access to library collections, and sharing of resources, this must be done in a careful manner to avoid overuse of UC collections. UC-AFT also took the opportunity to strongly oppose the proposed closure of the graduate library school program at UC Berkeley. Finally, UC-AFT strongly supported the recommendation that adequate funding be provided through increased taxes and elimination of tax loopholes.

How can I find out more about the Master Plan?

Read the six "Discussion papers" available about the plan. The papers are about 10 pages each and focus on student aid, economic development and education technology, governance and coordination, and the topics mentioned above. Copies are available by contacting AFT member Betty Szudy at 642-5507.

### **NEW UC-AFT OFFICERS**

New officers have been elected for the statewide organization, University Council-AFT. They take office in June.

President: Virginia Draper (Lecturer, UCSC)  
No. V-P: Eric Schroeder (Lecturer, UCD)  
So. V-P: Judith Kirscht (Lecturer, UCSB)  
Secretary: Daniel Tsang (Librarian, UCI)  
Treasurer: Miki Goral (Librarian, UCLA)

### **University Council-AFT Local 1474 Newsletter**

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